



MARYLAND OFFICE OF THE  
INSPECTOR GENERAL FOR EDUCATION

Richard P. Henry  
*Inspector General*

Douglas H. Roloff, III  
*Deputy Inspector General*

September 24, 2020

Dr. John B. Gaddis  
Superintendent  
Somerset County School System  
7982A Tawes Campus Drive  
Westover, Maryland 21871

Ref: Case 20-0022-C

Dear Dr. Gaddis,

The Maryland Office of the Inspector General for Education (OIGE) has received a complaint regarding the employment of an unlicensed Speech – Language Pathology Assistant (SLP-A) at the Somerset County Public School (SCPS) system.

A preliminary review of this complaint and statements made as a result of an investigation indicated that at the time of the employment interview, the individual identified only provided a copy of their limited licensure application to the Maryland Board of Examiners for Audiologists, Hearing Aid Dispensers and Speech-Language Pathologists (MDBOE). The individual did not have a license issued by the State of Maryland.

Our investigation revealed that the SCPS system, Office of Human Resources and the Office of Special Education did not, prior to offering employment with SCPS, receive a copy of the required license, nor maintained a copy as part of their personnel records. Throughout school years 2018-2019 and 2019-2020, this individual did work, under the supervision of a licensed SLP, directly with students in the area of speech and language therapy.

In addition to interviews with the SLP and unlicensed SLP-A, representatives of the Office of Human Resources and the Office of Special Education were interviewed regarding required on-site State certifications for employees hired as SLP's and SLP-A's.

The SLP supervisor and SLP-A have separated from employment with the SCPS system prior to this investigation.

After a review of all statements, the OIGE investigation substantiated the complaint and found that the SLP-A did not provide a copy of the required license. The OIGE also found a systemic breakdown in designated responsibilities between the Office of Human Resources and the Office

of Special Education. This breakdown afforded the SLP-A to be hired and employed with the SCPS for a period of two (2) years.

Although the OIGE was able to substantiate the complaint, OIGE determined SCPS did not intentionally omit the certification of the limited licensure. In this case, the OIGE did find that the SCPS system lacked a policy or procedure delegating a respective division or divisional supervisor with direct or final review responsibility related to employment required final documents and licenses.

Based on these findings, the OIGE recommends;

- The SCPS develop and approve a policy or procedure which delegates final employment document review authority.
- The SCPS develop and approve a policy or procedure which ensures a candidate provides all required documents prior to being offered employment.
- The SCPS develop and approve a policy or procedure which ensures a valid copy of a position requiring a state license is received and maintained as part of the employment file of an applicant.

The OIGE request SCPS provide a corrective action plan (CAP) by November 1, 2020 which addresses the listed findings in this investigation.

All questions concerning this matter should be directed to the Office of the Inspector General for Education.

Respectfully,



Richard P. Henry  
Inspector General for Education

cc: Dr. Candace G. Robinson - Maryland Department of Health  
Executive Director – Board of Examiners for Audiologists,  
Hearing Aid Dispensers & Speech-Language Pathologists